Secrets. II-27—100,000—21-5-48.

# Development (1947) Department.

MS SERIES.

G.O. No. 4879

Dated 15-10-1947

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[Despatch Abstract.]

Labour department — Reorganisation of — Appointment of Dt. Labour officers of Gazetted rank in all dts —

D.3857/46. Office of the Commissioner of Labour, Chepauk, Madras, dated 16-8-1946.

From

C.K. Vijayaraghavan, Esq., I.C.S.,
Commissioner of Labour, Madras.

To

The Secretary to Government,
Development Department, Madras.

Sir,

Labour Department - District Labour Officers - Status, Travelling Allowance etc. - Increase of.

Ref:- Government Memorandum No.41006-P-II/46 dated 22.6.1946

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I offer the following remarks on the suggestions in the Government Memorandum.

1. District Labour Officers to be Gazetted Officers:- At present the Collector is responsible for the work relating to the amelioration of the conditions of the Scheduled Classes in his district. In 14 districts, a special staff is employed to assist the Collector. The staff is attached to his office and works directly under his supervision. The Collector is responsible for seeing that the staff does its work properly and that the funds placed at his disposal are properly utilised. He is also responsible for the proper framing of the Labour Budget of the district and for the preparation of the Administration Report. He has to prepare Part II Schemes and it is his duty to watch the progress of expenditure and to submit proposal for additional allotments and surrenders. The District Labour Officer and his establishment from part of the Collector's establishment, the District Labour Officer functioning as an Inspecting Assistant to the Collector. The District Labour Officer has to address the Collector by office note and after ascertaining his views draft formal orders for the Collector's approval in connection with all matters which are not within his own powers of disposal. The Collectors have several other items of work entrusted to them and cannot be expected to devote much personal attention to the problems of Harijan Uplift. If Deputy Collectors are appointed as District Labour Officers they can relieve the Collectors of their responsibilities in the matter of Harijan Uplift. Some of the powers now exercised by the Collector e.g. approval of estimates, sanction of expenditure etc. may then be delegated to the District Labour Officer. The District Labour Officers can themselves act as Land Acquisition Officers and be empowered to assign and resume lands. It is necessary to have as District Labour Officers, Officers of higher status than Deputy Tahsildars, for carrying out the scheme of colonisation for which the Government have set apart a sum of Rs.1,00,00,000. For the reasons explained above I support the suggestion in the Government Memo that the District Labour Officers who are now of the grade of Deputy Tahsildars should be replaced by officers of the grade of Deputy Collectors.

2. Appointment of Government servants of the Scheduled Class Community to these posts. In filling up these posts preference may be given to qualified persons belonging to Scheduled Classes.

3. If sufficient number of persons belonging to the Scheduled Classes is not available in Government Departments, outsiders should be selected.

Officers with knowledge of Revenue work are necessary for posts. It is desirable to avoid outsiders as far as

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4. Travelling Allowance for the Officers: The District Labour Officers now receive a fixed travelling allowance of Rs.60/- per mensem. If Gazetted officers are appointed as District Labour Officers they may be allowed travelling allowance under the ordinary Travelling Allowance Rules.

A statement showing the financial implications of the proposals in the Government memo is given ~~to~~ in the enclosure.

Sd.xx
For Commissioner of Labour.

/True copy/

Enclosure.

1. The scale of pay of the present District Labour Officers (Deputy Tahsildars) is Rs.125-10/2-175(Average Rs.155/-).

2. The scale of pay of the Deputy Collectors is Rs.250-50/2-700 (Average Rs. 480).

3. Taking the average of the two scale of pay, the additional expenditure for each post is Rs.480 minus Rs.155 or Rs. 325/- p.m.

4. Fixed Travelling Allowance now paid to the District ~~L~~labour Officers is Rs.60/- per mensem.

5. Anticipated Travelling Allowance for Deputy Collectors is Rs.200/- p.m.

6. Additional expenditure on Travelling Allowance per district per mensem is Rs.140/-.

7. No. of District Labour Officers at present is 14.

8. The additional expenditure involved in replacing the present District Labour Officers by Deputy Collectors is as follows per annum.

| | | | |
|---|---|---|---|
| On account of pay. | Rs.325 x 14 x 12 | = | Rs.54,600 |
| On account of T.A. | Rs.140 x 14 x 12 | = | Rs.23,520 |
| | | | Rs.78,120 |

If Deputy Collectors are appointed as District ~~Of~~ Labour Officers in the remaining districts except Madras and Nilgiris, the extra cost involved will be

| | | | |
|---|---|---|---|
| Pay. | .. Rs.480 x 9 x 12 | = | Rs.51,840 |
| Travelling Allowance. | .. Rs.200 x 9 x 12 | = | Rs.21,600 |
| | | | Rs.73,440 |

Total Rs.1,51,560.

/True copy/

SS/1.X.

4.10.86

REVENUE DEPARTMENT.

Subject.

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Public Servants - District Labour Officers - Proposal to appoint Gazetted Officers - Board's remarks - Submitted.

B.P.Mis. 1258,

Station: Madras. Dated 1st October, 1946.

From

G. Venkateswara Ayyar, Esq., O.B.E., I.C.S.,
Secretary, Board of Revenue.

Sir Gerald Priestley K.C.I.E., I.C.S.,
Commissioner of Labour Land Revenue and Irrigation.

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Read the following:

Govt.Development department Memo.No.41000-P-II/46-4, dated 24.8.46.

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RESOLUTION:

The Board submits the following remarks on the suggestion contained in the Government Memorandum cited above and in the Labour Commissioner's letter.

Suggestion 1. Appointment of Officers of Dy. Collectors cadre as District Labour Officers:-

The main reason advanced by the Commissioner of Labour for the appointment of Gazetted Officers as District Labour Officers is that Collectors have too many items of work to be attended to that they find little time to effectively supervise the work of the District Labour Officers. The Board submits that this might have been a feature of the years of war-strain but not true at present. Many Special posts have been sanctioned in recent years to give relief to the District Collectors and enable them to devote attention to essential work. Further it does not appear that the amelioration work of the Labour Officers in the Districts has increased to such an extent that it would prove a burden to the Collectors. The Board also considers that there is no force in the contention that the appointment of Deputy Collectors as District Labour Officers should be an essential preliminary to the execution of schemes of colonisation for which a sum of Rs.1 crore has been set apart. It is not yet known how this appropriation is to be spent and it is abviously a bad policy to create staff without a clear idea as to the work to be done.

2. The financial commitment involved in the proposal will be much greater than has been estimated by the Commissioner of Labour. If a Gazetted Officer is appointed as District Labour Officer, he may immediately required two or three Deputy Tahsildars as his subordinates and he would not get down to the detailed work which he does now. The extra cost of Rs.1½ lakhs estimated by the Commissioner of Labour does not take into account the increased cost on additional staff, office room, its equipment etc., which would be the inevitable consequence of appointing Gazetted Officers as District Labour Officers. In-curring increased expenditure would not be reasonable unless the present volume of the work or a reasonable estimate of what it would be like in the immediate future justifies it. There is yet no clear idea as to the work to be done.

3. As regards the Labour Commissioner's suggestion that the District Labour Officers should be recruited from the ranks of Deputy Collectors, the Board submits that the present strain on the Madras Civil Service will also have to be considered. There has

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been of late a tremendous increase in the cadre of that service. Suitable men with requisite qualifications may not be readily available for appointment and the immediate practical result of the proposal will be that some people who are now Dy.Tahsildar or Tahsildars will do the same work on a higher scale of pay. It has also been quite impossible in practice to find enough scheduled caste officers to fill the posts reserved for those communities in the Madras Civil Service under the rules of communal rotation in force.

4. One of the difficulties inherent in the ameliorative work is that it requires men with a missionary spirit and enthusiasm. It makes no difference to this argument what particulars cadre an official occupies. As things ~~what particular~~ are the Board ~~of~~ does not consider that the work done by the District Labour Officer in a District is of either the quantity or the quality that necessitates the officer doing it being given the rank and pay of a Gazetted Officer.

5. Suggestions (2) and (3) in the Government Memorandum are closely related to suggestion (1) and the answers thereto follow from the view taken on suggestion (1) . The Board would however point out that there is no reason to think that Scheduled Caste Officers would be more successful than men of other castes and work harder for the uplift of their communities. There is also ~~p~~ the possibility that the Scheduled castes Dy.Collectors would resent being segregated among their own community. They may even represent that it would be an attempt to segregate them and keep them from the general public. Besides a Scheduled Castes Officer might not be respected as he should be by the Harijan for whom he is working. As regards the question of appointing outsiders to posts, the Board considers that for this work trained administrators are needed who can work in with the rest of the administration as an outsider never could. It is also difficult to see where outsiders of the necessary calibre are to come from; the Services Commission is quite unable to get sufficient men to fill up the posts allotted to Harijans in the ordinary administration.

6. Suggestion (4). The present F.T.A. of a District Labour Officer, viz., Rs.60/- per mensem, is a reasonable rate so long as he continues to be Dy. Tahsildar's cadre. He is not expected to cover the whole district rapidly but only two Taluks a month at the most.

Sd.xx
For Secretary, tax

To
The Secretary to Government, Development Department.

/True copy/

SS/1.X.

Me
14-10-50

GOVERNMENT OF MADRAS
ABSTRACT.

LABOUR DEPARTMENT - REORGANIZATION OF - APPOINTMENT OF DISTRICT LABOUR OFFICERS OF GAZETTED RANK IN ALL DISTRICTS ETC. - PAPERS RECORDED.

DEVELOPMENT DEPARTMENT.

G.O.Ms.No.4879. Dated: 15—10—1947.
Read the following:-

From the Commissioner of Labour No.D.3857/46 dated 10-8-46.
From the Board of Revenue B.E.Mis.1258 dated 1.10.1946.

ORDER:

RECORDED.

Sd.xx
Secretary to Government.

To
The Commissioner of Labour.
The Board of Revenue.

/True copy/

SUPERINTENDENT.
MADRAS RECORD OFFICE.

SS/1.x.